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1-1-1982

## Kroger Company and United Food and Commercial Workers, AFL-CIO, Local 876 Memorandum (1982)

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## Kroger Company and United Food and Commercial Workers, AFL-CIO, Local 876 Memorandum (1982)

Location

MI

Effective Date

1-1-1982

Expiration Date

8-4-1984

Number of Workers

5205

Employer

Kroger Company

Union

United Food and Commercial Workers

Union Local

876

NAICS

44

Sector

P

Item ID

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### Keywords

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

### Comments

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SEP 15 1983

Page 1

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CONTRACT ADDENDUM

BY AND BETWEEN

MAR 22 1982

KROGER COMPANY AND U.F.C.W. LOCAL #876

1. Re: Article 20 B  
Health and Welfare maintenance of benefits contribution effective April 1, 1981, deferred to November 1, 1981.
2. Re: Article 20 B  
Health and Welfare maintenance of benefits contribution effective April 1, 1982, deferred to August 1, 1982.
3. Re: Article 21-1  
Prepaid Legal Plan contribution increase due March 21, 1982, will be waived.
4. Re: Appendix A, Section B-J  
The clause granting prior comparable supermarket experience in Appendix A will be deleted.
5. Re: Appendix A-A  
Wage increase due March 21, 1982, C.O.L.A. increases due April 4, 1982 and October 3, 1982, are waived. Progression increases will be paid.
6. Re: Article 26  
Contract extended until and through August 4, 1984.
7. Re: Article 26  
Contract to be reopened for wages only April 3, 1983, notwithstanding provisions of Article 6 (Right to Strike).
8. Re: Article 19 D  
New sick day effective March 21, 1982, deferred until April 3, 1983.
9. Re: Article 19 D  
One (1) existing sick day suspended until April 3, 1983.
10. Re: Article 12 C  
Two (2) existing personal holidays suspended until April 3, 1983.

11. Re: Article 16 D

Vacation pay to be forty (40) hours for full-time employees.

12. Re: Appendix A-A

Effective March 6, 1982, new employees will be subject to the following wage schedules when hired or promoted:

<u>Effective</u>	<u>Clerk-Cashier</u>	<u>Students</u>	<u>Courtesy Clerk</u>
Start	\$5.25	\$4.00	\$3.45
After 30 days	5.75	4.25	
After 6 months	6.00	4.35	3.55
After 12 months	7.00	4.45	3.75
After 18 months	8.00	4.65	
After 24 months	9.00	5.00	
After 30 months	10.37	Minimum Clerk-Cashier Rate or Next Highest over Personal Rate.	

13. Re: Article 11 B

Effective March 6, 1982, time and one-half (1½) will be paid to new hires for work performed on Sundays and holidays. New hires will not be part of the Sunday and holiday rotation and may be required to work only when there is an insufficient number of senior employees volunteering.

14. In the event a store is scheduled to be closed, the Union will be given thirty (30) calendar days notice so that they may meet with the Company and seek alternative solutions.

15. During the wage and C.O.L.A. freeze, the Company agrees that no non-represented employee shall receive any increase in wages, bonuses or other earnings as a direct result of contract sacrifices by U.F.C.W. Local #876 members.

16. All Companies signatory to this Agreement must ratify. Otherwise, the existing Agreement remains in effect.

Signed this 19<sup>th</sup> day of March, 1982.

FOR THE UNION:  
UNITED FOOD AND COMMERCIAL  
WORKERS UNION LOCAL NO. 876

[Signature]  
Paul Sklar

FOR THE COMPANY:  
KROGER COMPANY OF DETROIT

Clement Collogan  
Donald J. Blaz

page 3 of 3.

The parties, The Kroger Co., and Locals 876, 40, 36, and 951 pledge that they will comply with all terms and conditions of this addendum and that if any misunderstanding should develop, that their best efforts will be made to promptly resolve any differences. Of course, all provisions of this dispute procedure shall apply up to and including the right of arbitration.

In the event the Company closes all of its stores in the State of Michigan (except for stores in Coldwater and Sturgis Mich.) the employees severance pay provisions will be doubled.

Signed this 19<sup>th</sup> day of March 1982

For the Union  
UFCW Local 876

*Robert Brown*  
*Paul Slavin*

For the Company  
Kroger Co. of Detroit

*Clement Colloghan*  
*Donald J. Bay*



AUG 17 1983



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*This report is authorized by law 29 U.S.C. 2.  
Your voluntary cooperation is needed to make  
the results of this survey comprehensive,  
accurate, and timely.*

Form Approved  
O.M.B. No. 1220-0001  
Approval Expires 7/31/84

AUGUST 15, 1983

SEP 15 1983 - R

Industrial Relations Director  
United Food and Commercial Workers  
876 Horce Brown Drive  
Madison Hghts , Mi. 48071

ADDENDUM ONLY

PREVIOUS AGREEMENT EXPIRED  
APRIL 02, 1983

Respondent:

We have in our file of collective bargaining agreements a copy of your agreement(s):

Kroger Co Detroit Branch LU 876

WITH RETAIL CLERKS  
MICHIGAN

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction on public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

*Janet L. Norwood*

JANET L. NORWOOD  
Commissioner

PLEASE RETURN THIS LETTER WITH  
YOUR RESPONSE OR AGREEMENT(S).

*If more than one agreement, use back of form for each document. (Please Print)*

1. Approximate number of employees involved 5205
2. Number and location of establishments covered by agreement 76 - Detroit area, Flint Area
3. Product, service, or type of business Food
4. If your agreement has been extended, indicate new expiration date August 4, 1984

Horace Brown, President  
Your Name and Position

313-585-9671  
Area Code/Telephone Number

876 Horace Brown Drive Madison Heights, MI 48071  
Address City/State/ZIP Code